

NEWSWATCH



KDRV Reporting Period: October 1, 2017 thru September 30, 2018

	<b>Job Title</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b># of People Interviewed</b>	<b>Recruitment / Referral Source Used</b>	<b>Recruitment Source that Referred Hiree</b>
1708	Meteorologist	7/21/17	10/6/17	7	Internal Posting/KDRV Website/Craigslist/Indeed.com/LinkedIn/TVJobs.com	LinkedIn
1709	Assignment Manager	8/7/17	1/29/18	8	Internal Posting/KDRV Website/Indeed.com/LinkedIn/TVJobs.com	Indeed.com
1710	Chief Meteorologist	7/21/17	1/3/18	6	Internal Posting/KDRV Website/Craigslist/TVJobs.com/Medialine	WSi Referral
1711	Digital Sales Specialist	9/8/17	3/19/18	4	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist	Employee Referral
1713	Assistant Chief Engineer	10/22/17	2/5/18	Closed not Filled	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist/Indeed.com	Closed Not Filled
1714	Sales Coordinator	10/16/17	3/2/18	12	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist/Indeed.com	Indeed.com
1715	Digital Media Manager	10/12/17	2/7/18	7	Internal Posting/KDRV.com/TVJobs.com/Craigslist/Indeed.com	Indeed.com
1716	Traffic Manager	11/27/17	12/11/17	3	Internal Posting, KDRV Website/TVJobs.com/Medialine/Craigslist/Indeed.com	Employee Referral
1717	Creative Services Director	12/1/17	12/27/17	5	Internal Posting, KDRV Website/TVJobs.com/Medialine/Indeed.com/Handshake	KDRV.com
1801	Operations Manager	1/3/18	4/24/18	Closed Not Filled	Internal Posting, KDRV Website/TVJobs.com/Medialine/Indeed.com/ Handshake	Closed Not Filled

1802	Chief Engineer	2/4/18	4/12/18	4	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	Employee Referral
1803	Executive Producer	3/15/18	8/6/18	4	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	KDRV.com
1804	Photographer/Editor	4/1/18	7/9/18	7	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	Indeed.com
1805	Traffic Assistant	4/9/18	5/2/18	4	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	Indeed.com
1806	Broadcast Engineer	4/10/18	6/18/18	4	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	KDRV.com/Forme Employee
1807	Producer	4/17/18	5/29/18	10	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	Facebook
1808	Creative Services Producer	4/24/18	5/17/18	4	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	SOU Career Fair
1809	Reporter	4/30/18	7/25/18	9	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	KDRV.com
1810	Technical Media Producer	5/29/18	6/26/18	5	Internal Posting, KDRV Website/TVJobs.com/Media/ ne/Indeed.com/ Handshake	Employee Referral

*\*Internal Promotion* This vacancy filled pursuant to internal promotion and therefore recruitment was not conducted.



**Total Number of Interviewees for all Full-Time  
Vacancies Filled during Annual Reporting Period per  
Recruitment/ Referral Sources:**

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	<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Number of Interviewees Referred</b>
1	KDRV Website	Jamie Parfitt	1090 Knutson Avenue Medford, OR 97504	(541) 773-1212	8
2	TVJobs.com Broadcast Employment Services	N/A Web based service	PO Box 4116 Oceanside, CA 92052	800-374-0119	3
3	MediaLine.com Broadcast Employment Services	Mike Shilstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	
4	Employee Referral	N/A	N/A	N/A	11
5	Internal Posting	N/A	N/A	N/A	
6	State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501	(541) 776-6060	
7	Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405	(253) 680-7000	
8	Self/Walk-In	N/A	N/A	N/A	
9	Business Associate/Word of mouth	N/A	N/A	N/A	1
10	The Job Council	Pam Farquhar	673 Market Street Medford OR 97504	(541) 842-2570	
11	Ohio-IL Center of Broadcasting	Web base service <a href="http://www.beonair.com">www.beonair.com</a>	9000 Sweet Valley Drive Valley View, OH 44125	(216) 447-9117	
12	Craigslist	Web base service <a href="http://www.craigslist.com">www.craigslist.com</a>			
13	Youtube				6
14	602 Communication.com	N/A	N/A	N/A	

15	Art Institute of Portland	N/A	1122 NW Davis Street, Portland, OR 97209	888-624-0300	
16	Indeed.com	N/A	Indeed.com	N/A	37
17	Sportscasters Talent Agency of America	N/A	N/A	N/A	
18	KOMU-TV		5550 Hwy 63 South, Columbia MO 65201	573-884-6397	
19	LinkedIn	N/A	N/A	N/A	19
20	Spots N Dots	N/A	N/A	N/A	
21	TV NewsCheck	N/A	N/A	N/A	
22	Cold Call	N/A	N/A	N/A	
23	Magid	N/A	N/A	N/A	9
24	Rogue Valley Jobs.com	N/A	N/A	N/A	
25	Confident Staffing				
26	News Blues				
27	Facebook				1
28	Handshake	Web base service for multiple schools	<a href="http://www.handshake.com">www.handshake.com</a>	N/A	
29	SOU Career Fair	Max Brooks	<a href="http://www.handshake.com">www.handshake.com</a>	N/A	1
30	Vendor Referral (WSi)				1
31	Journalismjobs.com				1
32	Express Pros				3
33	SBE.Org		SBE.org		2



## KDRV / KDKF EEO Outreach Initiative Narrative Statement for Reporting Period: 10/01/17 thru 9-30-18

### ***Narrative Statement***

KDRV participates in the following outreach initiatives during the reporting period:10/01/17-9/30/18

We have an internship program available to provide students with an up close look at careers in television news, sales and creative services.

Our team of meteorologists conducts regular school visits to local classrooms to talk about forecasting the weather.

This interaction gets kids interested, not only in science, but television career opportunities as well.

Throughout the school year, employees of our company participate in Career Days and/or Job Fairs at local venues, and high schools. Attending these events allows us to speak to a large number of students to help give them some direction as to what type of a career is best for them. These programs enable us to attract women and minorities.

KDRV participated in the Job fair at SOU on 4/25/18 where three employees spoke with about 40 students.

Tours take place that enable individuals, various groups, and students to come to our station and hear about the various job opportunities, and get a 'hands on' feel within broadcast television.